

2005 ARMY ACQUISITION WORKFORCE CONFERENCE



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Transforming the Organizations, Leaders & Workforce of Tomorrow

Concept and Design of the Future ALT Capability, ALT Proponency and Rewrite of DA PAM 600-3

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Discussion topics:

- **What Personnel Proponency Functions should be performed by ASC, Ft Belvoir.**
- **What functions should be performed at HRC, AMB.**
- **What functions should be performed at ASC, CASCOM at Ft Lee under an ASC ALT Force Development Division.**
- **What training is needed for ASC Workforce to truly embrace the Personnel Proponency Mission**
- **What training is needed of the ALT FDD Division**
- **What do you think of a name change of ASC to ALT Warfare Support Center?**
- **How do we standardize civilian personnel proponency approach?**
- **What does ASC need to Revitalize the Personnel Proponency mission?**
- **What does ASC need to Step Up to the Proponency Force Development tasks?**

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Quad Chart

Issues:	Recommendations:
<p>Should ASC be the focal point for proponency?</p>	<p>ASC Should be the focal point for proponency for military and civilian, in concert with CASCOM and the MILDEP's transformation Intent.</p>
Strategy/Resource Plan:	Timeline/Deliverables:
<p>Translate intent to Tangible Tools Partnering between ALT, HRC elements, TF ALT, CASCOM, AMC, Army G1, TRADOC PPD, NG, and AR HRC elements.</p>	<p>Approval of detailed Concept/Design 31 Mar 05 Monthly Updates Stand up of ALT Proponency Aug 05</p>

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Quad Chart

Issues:

Do we need the ACPB and if so, how do we engineer the ACPB Working Group to Effectively Work Civilian Proponency developments.
(Civilian ACPB Stagnant and the Working Group that supports the ACPB has not met.)

Strategy/Resource Plan:

ASC Lead for revitalizing the FCR ACPB Working Group; Director ASC continue to chair the Working Group;
Conduct Quarterly ACPB Working Sessions; All participants line up resources to support; Utilize VTC as primary bridge

Recommendations:

- Establish Proponency responsibilities of the FCR
- Empower and Reenergize the FCR ACPB Working Group and have RC participate in the Working Group as official contributing members.

Timeline/Deliverables:

- Conduct 1st Scheduled Quarterly meeting 3rd Q FY 05
- Update Charter by end of FY 05 to reflect the Proponency Responsibilities
- Obtain Legal Review of the ACPB Requirement

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Quad Chart

Issues:	Recommendations:
HRC and ASC out of Synchronization	<ul style="list-style-type: none">• Formalize processes between ASC and AMB• Formalize mission statements of ASC and AMB• Establish Formal Links with CASCOM• Share a common systems architecture
Strategy/Resource Plan:	Timeline/Deliverables:
<p>Establish ASC/AMB Tiger Team (Dual Co-Leads)</p> <ul style="list-style-type: none">- Evaluate Best architecture and implement- Examine processes and make recommendations- Use VTC as primary Bridge	<ul style="list-style-type: none">• Establish Tiger Team by 31 Mar 05• Quarterly sync of databases until standardized• Missions/Functions defined by 1 June 05• Attend each others' Quarterly Strategic Review

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Quad Chart

Issues:

Proponency personnel require training to perform their mission to effectively support the military and civilian ALT workforce.

Recommendations:

Training Cell support proponency Training development tasks, to include in-house proponency training requirements; Mil/Civ proponency officers and coordinators need diversified backgrounds; Need Force Management Course; Need Systems Training from TRADOC PPD.

Strategy/Resource Plan:

- Resources: DAU, ALMC, AFMS, ASC, ATTRS, SMDC
- Establish Proponency Tng Pgm Tiger Team
 - Establish Skill Requirements
 - Defend New Tng Reqts

Timeline/Deliverables:

- Stand up Tiger Team, NLT 15 April 05
- Approve Program Directive, (DACM)

NLT Aug 05
- Identify Training Cell by Sep 05 (reallocate personnel resources).

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Summary of Recommendations

- ASC in coordination with the identified strategic partners should be the focal point for proponency
- We need the quarterly ACPB Working Group to discuss and resolve program issues.
- We need to synchronize ASC and AMB
- Proponency personnel need specific training